

12 June 1973

MEMORANDUM FOR: Director of Personnel
SUBJECT : Personnel Practices Survey

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1. [] and I have finished our talks with the OCI and OL personnel officers in the first round of the Personnel Practices Survey. Based upon our initial experience, we have made a number of modifications in our question series with the intention of reducing interviews from three to two hours. We are now ready to complete the initial phase of the Survey, by going into the three largest units, FE, OC and NPIC. Obviously, there is considerable interest displayed in our visits; accordingly, I think it would be preferable for you to mention to the D/NPIC and D/CO our intended discussions in their areas. When I am ready, in latter June or early July, I thought I would ask [] to pave the way for our visit to FE. After we digest the take from these Offices, we should be in a position to systematize Surveys in other components.

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2. Although I am anxious to avoid misunderstanding about our motives in making the Survey, I do not foresee the need for you to personally lay on all future visits in the components. After we finish in FE, OC and NPIC, we can prepare an interim report of our findings in the first five units and then probably have the Deputies endorse the continuance of our Surveys, utilizing support and personnel officers as initial contacts.

3. It is still too early to foretell how productive our component surveys will be, although we picked up some interesting things in both OCI and OL--ideas and possible areas of improvement. Going next into the big three Offices should give us a much better estimate of the product that can be expected from the Survey.

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Chief, Plans Staff